



# WORSHIP ARTS

## APPLICATION PACKET

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# Introduction

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Thank you for your interest in Crossroads Community Church Worship Arts Ministry! There are many opportunities for ministry at Crossroads Community Church and we look forward to partnering with you to help realize the dreams and desires of your heart in service to Him. In completing the enclosed application you are taking the first step in answering His call on your life by investigating the possibilities at Crossroads in the Worship Arts Ministry!

Please take the time to read and complete all the enclosed materials and return the application to Chris Howe by email. After reviewing your application we'll walk through the process outlined below prior to acceptance into the Worship and Arts Ministry at Crossroads.

## Application Process Overview For Musicians and Vocalists

- 1. Interview** | Upon receiving and reviewing your application our Worship Arts Pastor, Chris Howe, will contact you to set up an interview appointment to discuss what being a part of the Worship Arts Team entails as well as your goals, dreams, and desires in this ministry.
- 2. Live Audition** | If your interview goes well the next step will be to schedule a live audition. (There are more details on that found later in the packet!) At this point in the process one of two things will happen:
  - If the audition goes well we'll run your background check. If it comes back clear we'll start scheduling you in the weekend service rotation.
  - If the audition does not go well I'll give you some things to work on and you can audition again when you feel you are ready or we can help direct you to other ministries here at Crossroads that better fit your gifting, talents and abilities.

## Application Process Overview For Tech Team Members

- 1. Interview** | Our Tech Director, T.J. Willecke, contact you to set up an interview appointment to discuss what being a part of the Worship Arts Team entails as well as your goals, dreams, and desires in this ministry.
- 2. "Ride Along"** | T.J. will schedule a 'ride along' for weekend services where you get to shadow someone working in the area(s) that interest you. At this point in the process one of two things will happen:
  - If the "ride along" goes well we'll run your background check. If it comes back clear we'll start scheduling you in the weekend service rotation.
  - If the "ride along" does not go well we'll schedule another one in another tech team related area you might be interested in or we can help direct you to other ministries here at Crossroads that better fit your gifting, talents and abilities.

In Him,

**Chris Howe**

**Worship Arts Pastor | Crossroads Community Church**

**Chris@visitcrossroads.com**

# Worship Arts Ministry Overview

There is no question music and media are powerful forces in our culture today. We seek to leverage these elements to point people towards God's one and only Son, Jesus Christ.

## Worship Arts Ministry VISION

Crossroads Community Church Worship Arts Ministry seeks to create an excellent weekend worship environment where people can have transformational encounters with God.

## Worship Arts Ministry VALUES

We seek to fulfill this vision by actively pursuing the following values:

1. **God** | We seek to honor God in all we do. He is primary focus and the reason behind all we do.
2. **Loving Relationships** | We believe that life change happens in and through relationships. Our desire is that the Worship Arts Ministry would be just such a community!
3. **Excellence** | We strive for excellence, not perfection. We offer God our best in all we do because He deserves it.
4. **Relevance** | The world around us is constantly changing. We are committed to being relevant by using ever changing methods to communicate the Gospel— God's never changing message.

## Worship Arts Team Member Guidelines

This is a general listing of expectations and guidelines for participation in Crossroads Community Church WAM. All current and or potential WAM team members are asked to abide by these parameters to maintain a healthy and vibrant ministry. If something is not clear please ask!

- **HUMILITY:** In all we do we seek to point people towards Jesus Christ. It's never about us but always about Him! On this team no role is more important than another. All are equally important, interconnected and interdependent. A camera operator is just as important as lead vocalist. We are a team and united for a common goal and purpose.
- **SERVANT HOOD:** We have the honor, privilege and responsibility of serving Christ's body here at Crossroads Community Church. Again, it is never about us. It's always about us serving others and pointing them towards Christ.
- **SACRIFICE:** This ministry definitely requires more than just showing up. It requires working on your own to prepare for weekend services and hone the skills needed to be excellent.
- **EXCELLENCE:** Bring your very best at all times. God always deserves no less than that. Your preparation for and attention to your role can either positively or negatively affect the team.
- **PREPARATION:** Be fully prepared for your role by reviewing required rehearsal materials [charts, MP3's, service order etc.], attending rehearsals, classes, personal rehearsal time etc. Know your stuff!

# Worship Arts Ministry Overview

- **DEDICATION:** We ask that you be a person of your word and honor your commitments to this team 100% of the time!
- **TIMELINESS:** On time is at least ten minutes early to all service rehearsals, run through, events, WAM meetings, as indicated by schedule, announcement or verbally.
- **INNOVATION:** Be the creative force He has meant you to be. Be proactive, forward thinking and solution oriented. Look for ways to fill the "gaps".
- **UNITY:** No matter what your role on the team is always remember our purpose is the same—to point people towards Jesus Christ! Always assume the best of those you work with. If something is unclear ask direct questions rather than being accusatory. Grumbling, complaining and whining are the gateway to division within the team.

## General Requirements

1. You must have a valid email address. All of our scheduling and notification is done through Planning Center Online and requires an email and or a text enabled cell phone.
2. You must have a phone number where you can be reached.
3. Rehearsals are mandatory for all band members unless otherwise agreed upon with Chris.
4. You must attend at least one full service a month.

## Morality and Purity Requirements

You should conduct your personal life in a God honoring and Biblical manner as you represent Christ, Crossroads and WAM. There is a lot of grace here, but if you are living a lifestyle that leadership feels would be detrimental to the whole of ministry you will be asked to step down. Examples would be sexual relationships outside of marriage, substance abuse, illegal activities, etc (See the "Volunteer Leadership Ministry Agreement" form and Crossroads Doctrinal Statement regarding these issues included in this packet). If you have questions or concerns about this please speak with our Worship Arts Pastor, Chris Howe.

I \_\_\_\_\_ have read and fully understand and agree to each guideline. I will do my best to positively represent Christ, Crossroads Community Church and the Worship Arts Ministry.

Signature: \_\_\_\_\_

Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

# Worship Arts Ministry Application

## GENERAL INFORMATION

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ ZIP \_\_\_\_\_  
E-MAIL ADDRESS \_\_\_\_\_  
HOME PHONE \_\_\_\_\_ WORK PHONE \_\_\_\_\_  
PLACE OF EMPLOYMENT \_\_\_\_\_  
JOB POSITION \_\_\_\_\_  
CELL PHONE NUMBER \_\_\_\_\_  
FACEBOOK \_\_\_\_\_ BLOG \_\_\_\_\_  
TWITTER \_\_\_\_\_ WEBSITE \_\_\_\_\_  
BIRTHDAY \_\_\_\_\_  
BRIEF EDUCATION HISTORY \_\_\_\_\_  
INTERESTS \_\_\_\_\_  
HOBBIES \_\_\_\_\_

## FAMILY INFORMATION

SPOUSE'S/OTHER NAME \_\_\_\_\_  
NUMBER OF CHILDREN \_\_\_\_\_  
NAMES \_\_\_\_\_

## RELATIONSHIP WITH JESUS CHRIST/SPIRITUAL MATURITY

I would describe my Spiritual Maturity as... (Please check one)

- Seeker** | You are gaining a better understanding of Christ and the Christian faith, but you have not yet personally trusted Jesus for the forgiveness of your sins. You are still investigating Christianity, still seeking truth.
- New/Young Believer** | You have recently become a Christian, and you are excited and enthused about your new walk with Jesus Christ, or you have been a Christian for some time, but you are just now learning what Jesus meant when He promised abundant life. In either case, you need to grow further in your understanding of the basics of the Christian faith and of what it means to walk daily in a personal relationship with Christ.
- Stable/Growing Believer** | You are confident of God's faithfulness and his ability to accomplish his will in your life. You are teachable and sensitive to the Spirit's leading. You exhibit the stability that comes from knowing Christ, regularly worshipping with his people, and actively pursuing a life of greater devotion.
- Leading/Guiding Believer** | You have reached a high level of maturity in the faith. You are able to model faithfulness and inspire other believers. You can lead by example and guide others in a deeper understanding of what it means to walk personally with Jesus Christ.

# Worship Arts Ministry Application

## AREA(S) OF INTEREST

What area(s) of this ministry are you interested in (see Ministry Opportunity Sheet) ?

## AVAILABILITY

How much time (hours per week) are you able/willing to commit to this ministry?

Days available (please check): M\_\_ T\_\_ W\_\_ TR\_\_ F\_\_ SAT\_\_ SUN\_\_

## EXPERIENCE

What experience do you have in the area you are interested in serving at Crossroads Worship Arts Ministry? (Please be as detailed as possible) :

## OTHER IMPORTANT INFORMATION

All potential Worship Arts Ministry team members are required to do the following:

1. Undergo a background check\*
2. Agree with Crossroads Statement of Faith\*
3. Sign the Volunteer Leader Agreement Form\*
4. Attend the Crossroads #101
5. Attend a minimum of one Crossroads weekend church service per month

\*All of these documents are included in this application packet. Please initial and sign each of them as part of the application process. If you have questions or concerns please contact our Worship Arts Pastor, Chris Howe.

# Crossroads Statement of Faith

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As you read our Statement of Faith keep in mind that just as there are no perfect people, there are no perfect churches. We don't claim to have all the answers or even know all the questions, but we see God at work, powerfully forming His church out of this broken lost society. All are welcome to join us to hear God's Word and find fellowship.

## We believe:

1. **...God's priority is for us to develop a love for Him, ourselves and others.** (Matthew 22:34-40, John 13:34-35, Matthew 28:18-20, Luke 6:27, Ephesians 5:25)
2. **...the Bible is the true Word of God, without error and our guide for life.** (II Timothy 3:14-17, II Peter 1:20-21, Matthew 24:35, Luke 16:17, Hebrews 4:12)
3. **...in God as Trinity - Father, Son and Holy Spirit, all one being.** (Romans 8:9-11, Ephesians 3:16-19, II Corinthians 3:17)
4. **...in Jesus Christ.**
  - ...in the virgin birth of Jesus. (Matthew 1:18-25, Luke 1:26-38)
  - ...Jesus died for all our sins because we cannot pay the penalty ourselves. (John 3:16, Romans 5:8, Romans 6:23, II Corinthians 5:21)
  - ...Jesus was buried, rose from the dead, went to heaven, and we look forward to His return. (I Corinthians 15:1-4, I John 2:1-2, Philippians 2:5-11, John 14:1-3, I Thessalonians 4:13-18)
5. **...each individual must decide if they will accept God's gift of forgiveness and eternal life by receiving Jesus Christ as their Lord and Savior.** (John 1:12, Romans 10:9-10, Ephesians 2:8-9)
6. **...the Holy Spirit convicts, guides, lives in believers, giving them spiritual gifts and empowering them to mature spiritually.** (John 16:8, 13, Romans 8:9, I Corinthians 12:7-12, Romans 8:9-16, Galatians 5:22-23, Ephesians 1:13-14)
7. **...in the Church.**
  - ...Jesus is the head of the Church. (Ephesians 1:22-23, Colossians 1:18)
  - ...Jesus established the Church to be made up of all those who have received Him as their Lord and Savior. (Matthew 16:16-18, Colossians 1:18, Acts 2:40-47, Ephesians 1:19-23)
  - ...Jesus asked the Church to remember His death and resurrection by observing believer's baptism and communion. (Matthew 28:18-20, I Corinthians 11:23-26)
  - ...God calls His followers to make disciples by telling others about His gift of forgiveness and eternal life that is offered through Jesus Christ. (Ephesians 3:10, Acts 1:8, I Peter 3:15, II Corinthians 5:17-21)
8. **...in marriage.**
  - ...that God has always intended marriage to be a union between one biological man and one biological woman in a faithful and monogamous sexual relationship for life. (Genesis 2:20-24, Matthew 19:4-6, I Thessalonians 4:3-8)

# Crossroads Statement of Faith

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- ...that any sexual intimacy outside of marriage (including adultery, living together, one night stands, homosexual relations, bisexual conduct, incest, prostitution, use of pornography, etc) is wrong, sinful and goes against God's divine plan for us. (Matthew 15:18-20, Romans 1:18-32, I Corinthians 6:9-11, Galatians 5:19-21, Leviticus 18:1-24)
  - ...because God loves each individual so much he offers redemption and restoration to all who humbly confess and forsake such sin, seeking his mercy and forgiveness through Jesus Christ. (I Corinthians 6:9-11, II Corinthians 5:17)
  - ...that no one should serve in ministry in Jesus' church if they are practicing any of the inappropriate sexual behavior listed above. (I Corinthians 5:1-5, 9-12, I Timothy 3:2, Titus 1:6)
9. **...God hears and answers prayers.** (Matthew 5:7, John 14:12-14, James 4:2-3, I Peter 5:7)
  10. **...God is the only One worthy of worship.** (Matthew 4:10, Exodus 20:1-6)
  11. **...worship is an attitude of the heart that honors God in all we do.** (John 4:23-24, I Corinthians 6:19-20, I Corinthians 10:31, II Corinthians 5:15)
  12. **...God created angels to serve Him and His people.** (Hebrews 1:14, Psalm 34:7, Psalm 91:1-2, Matthew 18:10)
  13. **...the devil and his demons are fallen angels and the enemy of God and all people.** (Revelation 12:9, II Corinthians 4:4, Luke 8:12, Ephesians 6:10-18)
  14. **...hell is a real place of punishment set aside for the devil and his demons, and a natural consequence for not receiving Jesus Christ as Savior.** (Matthew 25:41, Revelation 20:10-15)
  15. **...heaven is the place where believers will spend eternity with God.** (John 3:3, John 14:1-3, I John 5:11-13, Revelation 21:1-22:5)
  16. **...every individual is incredibly important to God and so every individual is also incredibly important to us.** (II Peter 3:9, I Timothy 2:1-4, Ezekiel 33:11, Isaiah 30:18, John 3:16-17)



# Volunteer/Leadership Ministry Agreement

We believe that to carry on the religious mission of the church, to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church attendees and the community, it is imperative that all persons who associate with the church as leaders/volunteers should abide by and agree to the following statements and conduct themselves in accordance with them.

## A. Statement of Faith

(\_\_\_\_) We believe and will abide by Crossroads Community Church's Statement of Faith.

## B. Statement on Church Discipline

(\_\_\_\_) The threefold purpose of church discipline is to glorify God by maintaining purity in the local church (1 Cor 5:6), to edify believers by deterring sin and promoting purity (1 Tim 5:20), and to promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Gal 6:1).

The Lord Jesus Christ has entrusted the local church with the authority and responsibility to discipline its attendees for flagrant sin, immoral conduct or serious doctrinal error, with the goal of the restoration of the offender. This discipline is entrusted to the Church Board and is to follow the biblical pattern as set forth in Matthew 18:15-20; 1 Corinthians 5; 2 Corinthians 2:7-8. Any leader/volunteer of this church who practices or affirms a doctrine or conduct that, in the judgment of the Board, is opposed to the teaching of the Word of God, or is threatening to the testimony of this church, or is divisive to the body, shall, be subject to church discipline.

Discipline may involve exclusion from participation in ministry, as well as dismissal from the fellowship of this church. An individual may be disciplined by the Board as they deem appropriate for the specific circumstance. The Board, as is required by Scripture, may report to the congregation the names of those who have lost fellowship by reason of church discipline, and the reason for that discipline, as described in Matthew 18:15-20.

## C. Statement on Mediation

(\_\_\_\_) Members of the church agree to submit any legal dispute with the church for mediation before a mutually agreed-upon mediator, or if none can be agreed upon, one selected by Peace Maker Ministries.

Lawsuits between believers, or threats of lawsuits between believers, are contrary to biblical teaching, and mediation is an effort to resolve disputes in a biblical fashion. (1 Cor 6: 1-7.)

The confidentiality of the mediation process will be protected and these matters will not be discussed with people who do not have a necessary interest in them. If settlement can be agreed upon, the conciliators may, at their discretion, issue an advisory opinion. Neither the opinion, nor any communications exchanged in the mediation process, will be admissible for any purpose in any subsequent legal proceeding.

# Volunteer/Leadership Ministry Agreement

## D. Statement on Basic Requirements

(\_\_\_\_) Each individual seeking a leadership position at Crossroads is required to pass a legal background check, attend the Crossroads Christianity 101 class, and sign the document presented at the end of the Crossroads Christianity 101 class confirming their relationship with Jesus Christ (this class gives a good understanding of who we are and what our purpose is as a church).

## E. Statement of Final Authority on Matters of Faith and Conduct

(\_\_\_\_) The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of our faith, doctrine, practice, policy, and discipline, our board of directors is Crossroad's final interpretive authority on the Bible's meaning and application.

I have reviewed the statements above as indicated by my initials before each of them, and agree to be governed by all the provisions herein.

Name \_\_\_\_\_ Date \_\_\_\_\_



# CROSSROADS

Community Church

**NOTE: Background checks can be completed securely online at <https://www.ministryopportunities.org/CrossroadsParker>  
This form is provided for those who cannot use the online tool.**

## BACKGROUND CHECK AUTHORIZATION FORM

During the application process and at any time during the tenure of my volunteer employment with Crossroads Community Church, I hereby authorize them to procure a background check which I understand may include information regarding my character, general reputation, personal characteristics, or mode of living. This report may be compiled with information from courts record repositories and other governmental sources required verifying information that I have voluntarily supplied. As part of the process Crossroads Community Church will obtain an investigative background report.

The following Consumer Reporting Agency will prepare the report:

Protect My Ministry  
14499 N. Dale Mabry Hwy  
Suite 201 S  
Tampa, FL 33618  
[www.protectmyministry.com](http://www.protectmyministry.com)

I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification; to the extent such investigation includes negative information bearing on my character, general reputation, personal characteristics or mode of living. Crossroads Community Church will not use the Social Security Number for any other reason outside of a background check and will securely store and properly illuminate such information appropriately.

\_\_\_\_\_  
Applicant Name and Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Date of Birth

Print Name \_\_\_\_\_

Street Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

**FOR OFFICIAL USE ONLY**

# Worship Arts Ministry Opportunity Sheet

There are many different opportunities to serve as part of the Crossroads Worship Arts Team. Below you'll find a list of those opportunities with a brief description.

## Musician

Musicians play instruments as part of our worship team. These instruments currently include but are not limited to: drums, bass, piano or keyboard, acoustic guitar, electric guitar violin and cello. *Please note that a high level of excellence and proficiency is required for this role.*

## Vocalist

Vocalists sing as part of our worship team. Typically they sing harmony parts during most songs. However, these individuals are regularly utilized to lead parts of songs or entire songs. *Please note that a high level of excellence and proficiency is required for this role.*

## Sound Engineer

Sound engineers are responsible for running sound on our digital soundboard during weekly band rehearsals and weekend services. This includes but is not limited to gain staging, setting EQ's, mixing and monitoring overall volume levels. *Please note that a high level of excellence and proficiency is required for this role.*

## Video Director

Video Directors are responsible for creating our Live Stream video production for all Crossroads weekend services utilizing a variety of cameras. These individuals operate the video switcher located in our control room backstage and direct our camera operators to obtain the video shots they want. *Please note that a high level of excellence and proficiency is required for this role.*

## Camera Operator

Working in coordination with the Video Director, Camera Operators are responsible for capturing what is happening on stage using one of the cameras located in the auditorium.

## Lights Operator

Lights operators are responsible for executing pre-programmed lighting cues and moderating haze levels during our weekend services.

## Pro-Presenter Operator

Pro-presenter operators are responsible for putting songs lyrics, scripture passages, videos and other media elements on the screens during weekend services.

# Audition Requirements and Expectations

## Vocalists:

### **Vocalists will need to prepare:**

1. You will be given a worship song from our current 'pool' to prepare.
2. You will need to be prepared to sing both the melody and a harmony part for this song.

### **Here is how the vocal audition will go:**

1. Chris will set up an audition time with you here at the church.
2. You and Chris will run through the song accompanied by an acoustic guitar.
3. Chris will ask you to sing the melody line of the song. Then he'll also ask you to sing through the song with a harmony part.
4. If the audition goes well Chris will ask you about your availability to start singing on the team and start scheduling you.
5. If the audition does not go well Chris will give some specific things to work on. The proverbial 'ball' is then in your court. If you choose to work on the things I suggest you are more than welcome to schedule another audition!

### **Some areas to consider prior to the audition:**

- Pitch and vocal control
- Stage presence and confidence
- Tonal quality
- Ear ability

### **IMPORTANT:**

If you are not familiar with in ear monitors you will need to be prepared to use them. It is all we use on our stage. Basically it's like wearing ear buds. Contact Chris prior to your audition if you would like to be introduced to their usage.

## Instrumentalists:

### **Instrumentalists will need to prepare:**

1. You will be given a worship song from our current 'pool' to prepare.
2. You will need to be prepared to play the parts for your instrument that Chris assigns you.

### **Here is how the instrumental audition will go:**

1. Chris will set up a Wednesday night audition time with you here at the church.
2. You, Chris and the band will run through the song.
3. If the audition goes well Chris will ask you about your availability to start on the team and start scheduling you.
4. If the audition does not go well Chris will give some specific things to work on. The proverbial 'ball' is then in your court. If you choose to work on the things I suggest you are more than welcome to schedule another audition!

### **Some areas to consider prior to the audition:**

- The ability to read a chart
- Ear ability
- The ability to play with a metronome
- The ability to play along with tracking
- The ability to play with the band\*  
\*This is an understanding of how you fit into the overall band...filling your role and not overplaying or doing your own thing at the expense of the overall sound.
- Stage presence and confidence
- Knowing your gear and how to utilize it to sound it's absolute best